

A BILL TO BE ENTITLED
AN ACT

To amend Part 7 of Article 17 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to adverse personnel actions relative to public school employees, so as to provide for a right of representation for such employees; to provide for notice, waiver, and the employee's responsibility; to provide that, absent waiver or representation, an employee is not required to answer questions at a disciplinary meeting; to provide for related matters; to repeal conflicting laws; and for other purposes.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

SECTION 1.

Part 7 of Article 17 of Chapter 2 of Title 20 of the Official Code of Georgia Annotated, relating to adverse personnel actions relative to public school employees, is amended by striking Code Section 20-2-941, which is reserved, and inserting in lieu thereof the following:

"20-2-941.

~~Reserved.~~ (a) As used in this Code section, the term 'disciplinary meeting' means any meeting with an employee that is related to a reprimand, demotion, contract nonrenewal, suspension, termination of employment, transfer, or any other change in an employee's compensation, status, or duties; any meeting between an employee and supervisor at which disputes will be discussed; any investigatory meeting; and any other meeting that an employee has a reasonable belief may result in disciplinary action or other adverse consequences.

(b) Except in an emergency, a supervisor, principal, or other administrator who initiates a disciplinary meeting with an employee shall provide written notice to such employee no later than three business days before the date of the meeting.

(c) An employee has the right to have a representative of the employee's choice present at a disciplinary meeting relating to such employee. Unless the employee's representative is present or the employee waives the right of representation in writing, the employee is

1 not required to answer questions or make a statement at any disciplinary meeting relating
2 to such employee, and shall not be penalized for a failure or refusal to answer questions or
3 make a statement on such an occasion.

4 (d) It is the responsibility of an employee to notify the employee's chosen representative
5 of the date, time, and location of a disciplinary meeting."

6 **SECTION 2.**

7 All laws and parts of laws in conflict with this Act are repealed.